

WINNEBAGO INDUSTRIES

Environmental Sustainability Policy

Purpose

As an outdoor lifestyle company, we care deeply about our world. The long-term sustainability of our business is linked to the environment. Winnebago Industries is committed to doing our part to ensure that the outdoor destinations we love are accessible for generations.

From product innovation to operational efficiencies, we have implemented leading practices throughout our history. As our company continues to grow and transform, we leverage data to establish meaningful sustainability goals and metrics while staying focused on minimizing waste and product innovation.

Commitment

Winnebago Industries supports the [Ten Principles of the United Nations Global Compact \(UNGC\)](#) on human rights, labor, environment, and anti-corruption. As a UNGC signatory, we are committed to integrating the UNGC and its environmental Principles into the culture, strategy, management, and day-to day operations of our company by supporting a precautionary approach to environmental challenges (Principle 7); undertaking initiatives to promote greater environmental responsibility (Principle 8); and encouraging the development and diffusion of environmentally friendly technologies (Principle 9). We are committed to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals (SDG7 Affordable and Clean Energy; SDG9 Industry, Innovation & Infrastructure; SDG12 Responsible Consumption & Production; SDG13 Climate Action).

Waste Reduction: We are committed to reducing the amount of waste that ends up in the landfill. From a baseline year of 2020, we will achieve a Zero Waste to Landfill target of 90% diversion of waste from landfill by 2030.

GHG Emissions Reduction: In 2018, the Intergovernmental Panel on Climate Change (IPCC) warned that global warming must not exceed 1.5°C above preindustrial levels to avoid the catastrophic impacts of climate change. We are committed to aligning with the SBTi 1.5°C ambition. This means reducing our absolute emissions by more than 50% over the next decade against our baseline year of 2020.

Water Reduction: We are committed to minimizing reliance on freshwater using reclamation and reuse systems in our manufacturing facilities located in all areas experiencing high water stress. We will reclaim and reuse water in all operating locations experiencing high water stress. Reduce fresh water use by 30% by 2030.

Product Sustainability: During the design phase of operations, we are committed to assessing life cycle environmental impacts for our product lines. As new products are developed and improvements are made to existing products, we will continue to address these upstream and downstream environmental impacts. We will Provide eco-friendly

upgrade options on all new products by 2025. Assess life cycle and begin addressing upstream and downstream environmental impacts for our product lines by 2030.

Our environment management system, based on ISO 14001, applies to processes, activities, employees, suppliers, vendor partners, and visitors at all locations across all businesses. We will continuously improve and enhance our environmental management system and practices.

We commit to positively influencing the performance of all businesses and organizations with whom we interact. We train and educate our employees, suppliers, and vendors on our commitment and expectations regarding sustainable resource use and responsible sourcing practices.

Action

Winnebago Industries is investing in sustainable practices to address four environmental priority areas of focus: waste, GHG emissions and climate change, water, and product sustainability. We continue to advance and assess priority areas as our company evolves. We are committed to act now and continually improve environmental performance in our operations and products by:

- Ensuring efficient use of natural resources and sustainable consumption of materials
- Reducing waste generation through prevention, reduction, recycling, and reuse in operations
- Minimizing hazardous waste generation and ensuring environmentally sound management of chemicals and all wastes throughout their life cycle
- Investing in low-carbon alternatives
- Sourcing renewable energy
- Reclaiming and reusing water at our manufacturing facilities
- Preventing stormwater pollution
- Promoting inclusive and sustainable industrialization and fostering innovation
- Engaging suppliers and customers to address upstream and downstream environmental impacts
- Performing an annual review of (i) compliance obligations (ii) climate-related risks and (iii) water related-risks to determine necessary responses and opportunities
- Integrating information on environmental performance into our regular reporting cycle
- Evaluating environmental performance when selecting vendors and suppliers
- Conducting environmental due diligence as part of any merger or acquisition

Governance

Leaders and subject-matter experts within our enterprise functions and businesses drive strategy, goals, and performance across our ESG pillars and priorities, embedding corporate responsibility into the fabric of how we do business.

The Nominating and Governance Committee of the Winnebago Industries Board of

Directors shall oversee the Company's commitment to corporate responsibility matters, including ESG matters. The oversight may include the provision of guidance and direction to management on corporate responsibility topics as they relate to the Company's business strategy, operations, performance and reputation.

The Winnebago Industries **CEO and Executive Leadership Team** shall ensure sufficient resources, authority, and oversight are provided to meet our environmental commitments, targets, and objectives. Winnebago Industries SVP, General Counsel, Secretary and Corporate Responsibility, leads a cross-functional, enterprise-spanning Corporate Responsibility Advisory Team.

The **Winnebago Industries Corporate Responsibility Advisory Team** comprises leaders throughout our businesses who represent functions such as environment, health, safety and sustainability (EHSS), product management, supply chain and enterprise operations, human resources, legal, public affairs, marketing, finance and investor relations. The Corporate Responsibility Advisory Team shall have input to policies, programs, and strategic planning on environmental sustainability topics.

The Winnebago Industries **Vice President, EHS & Sustainability** has the responsibility and authority to provide resources necessary for the implementation and control of the Environmental Management System. In addition, the Vice President will ensure applicable requirements are integrated into business systems, with review for effectiveness at least annually.

All employees are responsible for working in a safe and environmentally responsible manner, in compliance with this Environmental Sustainability Policy and all applicable EHS programs and requirements.